# The CareerChoiceGPS™ Assessment - a Foundational Component of Prior Learning

❖ An individual's Prior Learning consists of not only the "what" (i.e., knowledge and skills), but also the "how" – how they learned and their potential for continued learning.  This investigative, analytical trait, measurable along a continuum of scales, lays the groundwork for all future learning.

❖ The CareerChoiceGPS™ is a normative (vs. ipsative) career assessment with *extraordinarily high reliability* that is the result of 35 years of sophisticated, normative statistical research, *based on an individual's hard-wired traits that were shaped from their learning from age 0 through age 16.*

❖ Our assessment is *99.5% predictive for potential* and, using comparatives and Likert Scales, can be used to show students and professionals *who are qualified to be in certain fields of study, by comparing an individual's results to validated high performers in specific job roles.*  Our database comprises 20+ million data points and 2,500 corporate validation studies, matching our data to client empirical data to create "big data" across all industries and job roles.

❖ The CareerChoiceGPS™ assesses learned behaviors, such as analytical orientation and people orientation.  It also measures hard-wired traits including Enterprising Potential, Achievement Potential, and Independence Potential.  Unlike 99% of career assessments on the market today, the CareerChoiceGPS™ measures an individual's *potential* *for success* in specific job families and roles – whether in Advanced Manufacturing or other fields -  from inherent traits that are learned and set before they begin college.

❖ CareerChoiceGPS™ has the potential to be a **significant competitive differentiator** for technical colleges and can give colleges hard data on students that have profiles that match an industry's high performers and critical job roles, in all areas of workforce development.  It can also have a positive impact on some key performance indicators, including student retention, graduation, and placement rates.

❖ Whether used for students making first career choices or Veterans and professionals experiencing a career transition, CareerChoiceGPS™ measures inherent talent and potential FIT with successful people in a multitude of career families.  Predictive science has shown conclusively that people whose talent profiles closely match a job's high performance profile can be highly successful in that job.

❖ An added bonus for Veterans is that because CareerChoiceGPS was developed using existing civilian job roles and careers, the language it uses to describe the service members' strengths can help them translate the value they bring to a civilian employer into terms that businesses can understand.

The foundation of prior learning that produces knowledge and skills is made up of **Personality Traits** (who the individual actually "IS")- which are **measurable**, thanks to the science of statistics that we have applied rigorously to our database of 20 million assessments—producing big data that yields objective, *predictive* results.  The **CareerChoiceGPS™** is a clear enhancement to or companion of any prior learning requirement or platform.